

***STATE UNIVERSITIES CIVIL SERVICE ADVISORY COMMITTEE
QUARTERLY MEETING APRIL 18, 2013 HOSTED BY SOUTHERN
ILLINOIS UNIVERSITY, EDWARDSVILLE, LOVEJOY LIBRARY***

Chair Julie Benedict called the meeting to order. Roll call was taken, and a quorum was present.

Present: Michael Aper, Maureen Bendoraitis, Julie Benedict, Larry Curtis, Michael Diiacova, Gary Fry, Darlene Kendall, Kim Kirchner, Rick Marr, Cris Milliken, LaTania Milner, Mark Murphy, Michael Pulley, Denise Rothenbach, Peter Skrypkun, and Andy Small

Absent: Dena Gary, Paul Kruszynski, Vicki Nelson, and Glenn Warfield

Minutes: **Michael Diiacova** motioned to approve the minutes as amended from the April meeting. Darlene Kendall seconded the motion. A roll call vote was taken. Minutes approved as amended

Mike Aper	Aye		Dena Gary	Absent		LaTania Milner	Aye
Maureen Bendoraitis	Aye		Darlene Kendall	Aye		Mark Murphy	Aye
Julie Benedict	Aye		Kim Kirchner	Aye		Vicki Nelson	Absent
Larry Curtis	Aye		Paul Kruszynski	Absent		Michael Pulley	Aye
Michael Diiacova	Aye		Rick Marr	Aye		Denise Rothenbach	Aye
Gary Fry	Aye		Cris Milliken	Abstain		Peter Skrypkun	Absent
						Andy Small	Abstain
						Glenn Warfield	Absent

Report of Chair – Julie Benedict

Julie Benedict and Gary Fry attended the 01/11/2013 meeting of the focus group formed to discuss exemption process, Rule 250.30. In addition to the two EAC members, the committee is composed of members of the HR Directors and Academic Professional advisory groups. The group was in unanimous agreement with the proposed rule change except giving exemption authority back to the systems office. Julie and Gary expressed concern that focus group members seemed to take a 180 degree turn at the Merit Board Meeting. The Merit Board voted to withdraw the proposal to JCAR at the 01/30/2013 meeting.

SURS Update – Larry Curtis

Bills currently in pending legislation regarding pension: HB1154 would limit earnings same as social security. HB1165 would limit COLA. HB1166 staggers retirement ages. SB3411 sponsored by Sen. Biss is a combination of three previous bills. SB001, Cullerton bill, 3% annual increase or receive health insurance. Insurance costs are yet to be determined.

Prior to July 1996 retirees were vested after five years and received free health insurance. After July 1996, twenty years to be vested and receive free health insurance.

SB 1687 passed P.A. 97-0968 – Rehired/Retiree Law goes into effect 08/01/2013. Rehired/Retirees will become “Affected Annuitants” after meeting both criteria, work 18 weeks in an academic year and earn 40% of Highest Annual Earnings Rate as supplied by SURS. 08/01/2014 will be first time a Rehired/Retiree can be determined an “Affected Annuitant.”

Once a Rehired/Retiree becomes an “Affected Annuitant” and continues to work, the university must reimburse SURS the cost of the employees SURS annuity.

10 years ago there were 700 million annuitants receiving payouts. Now there are 1.6 billion.

SURS Update suspended with arrival of Rich Walker, SIUE, Assistant Vice Chancellor of Administration. Mr. Walker welcomed the committee to the SIUE campus and thanked the committee for their hard work and dedication. Mr. Walker was thanked for welcoming the committee and for providing lunch.

SURS Update Cont'd – Larry Curtis

SURS may need help educating annuitants. SURS will come to campus. Any part time employment must be reported to SURS.

Due to his inability to attend the meeting, Paul Kruszynski had emailed a question for Larry asking what is SURS take on the idea of SURS being incorporated with other state pension plans. Larry replied that he did not see it happening.

Tom Morelock commented that there are no rules re: hiring an annuitant. Currently there are less than 100 civil service employees receiving annuities.

Report of Executive Director – Tom Morelock

Director Morelock reiterated the proposal to give exemption authority back to the systems office had been withdrawn at the last Merit Board meeting. Nothing is planned at this time to present it again. The best approach now would be legislative. Universities must be held accountable. The audit process has remained the same. The formula has not changed. Class specifications have changed. Campuses are exempting positions based upon outdated job descriptions.

Chair Benedict asked what we as a committee could do. Education is a priority. Campuses are hiring HR directors with no civil service experience. The systems office is willing to go to campuses and educate. This has recently been done at UIC. SUCSS can be called with any questions at any time.

Classification Plan: Update was given by Jeff Brownfield.

Specialty factors are enhancements to Minimum Acceptable Qualifications. Demonstration Project is undergoing second round of reports. The project refers top 3 scores not just top 3 names. The goal is to provide a larger and more diverse applicant pool.

Audit Update: Update was given by Cindy Neitzel.

Legal Update: Update was given by Abby Daniels – 2 NIU police cases; one discharged other to appellate court. 3 discharges 2 from UIUC and 1 from ISU. Individual who compromised police exam fined a stipend of \$5,000-\$6,000 which goes to state.

Budget Update: FY14 budget is same as FY13 with 90% spent by April, 2013.

Report of Executive Committee – Gary Fry The Executive Committee met March 15, 2013 at the SUCSS office.

Present: Gary Fry, Richard Marr, Michael Aper, Maureen Bendoraitis, and Michael Pulley.

Absent: Julie Benedict and Peter Skrypukun

Maureen Bendoraitis made the motion and Rick Mar seconded to approve Executive Committee Minutes from 03/15/2013 meeting. Roll call was taken and minutes approved.

Discussion on By-Laws:

Election terms and election of officers meeting schedule – Committee proposes Election Committee be given the authority to set term limits when an election cycle imbalance exists.

Member attendance obligations and removal for lack of attendance – Committee proposes adding working to procedures manual to address unexcused absences (define lack of attendance).

Guest Speaker notice time limit – Committee proposes leaving time frame as is and giving full EAC body voting right to allow or deny a guest speaker not meeting time requirement.

Location of meetings and attending meetings by other means than physical – Committee proposes allowing sitting committees the right to attend electronically as they are not afforded the same legal right to meet that the EAC members are. The Committee feels a physical presence is still required at all quarterly EAC meetings.

Using electronic means for elections: Item tabled for further discussion.

Discussion: Committee recommends sending invitations to join EAC to state entities not represented; ICBE, IBHE, and Community Colleges. Letters had been sent previously. Mike Aper motioned for chair to draft letter. Gary Fry seconded. Motion carried.

Michael Aper made motion to approve items as read. Motion seconded by Maureen Bendoraitis. Motion carried.

Motion to adjourn made by Maureen Bendoraitis. Motion seconded by Michael Aper. Motion carried.

Report of Election Committee – No report

Report of Legislation Committee – Peter Skrypkun

Members were encouraged to keep an eye on pending legislation.

Attached link was emailed to EAC members

<http://databases.sj-r.com/salaries/state-of-il/>

Michael Diiacova motioned to adjourn. Mike Aper seconded the motion. Motion carried. Meeting adjourned.

Respectfully submitted,

Kim Kirchner, Secretary

Julie Benedict, Chair